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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2510
Shirley F. Ebbesen		Revision No.: 8
Director		Date Of Revision: 09/11/2008
Division of		
Wage Determinations		

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.36
01012 - Accounting Clerk II	16.13
01013 - Accounting Clerk III	18.03
01020 - Administrative Assistant	23.50
01040 - Court Reporter	17.25
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.32
01060 - Dispatcher, Motor Vehicle	19.42
01070 - Document Preparation Clerk	13.03
01090 - Duplicating Machine Operator	13.03
01111 - General Clerk I	11.32
01112 - General Clerk II	12.54
01113 - General Clerk III	14.07
01120 - Housing Referral Assistant	20.66
01141 - Messenger Courier	9.80
01191 - Order Clerk I	12.69
01192 - Order Clerk II	14.68
01261 - Personnel Assistant (Employment) I	15.24
01262 - Personnel Assistant (Employment) II	17.05
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	21.30
01280 - Receptionist	13.36
01290 - Rental Clerk	15.05
01300 - Scheduler, Maintenance	16.57
01311 - Secretary I	16.57
01312 - Secretary II	18.53
01313 - Secretary III	20.66
01320 - Service Order Dispatcher	15.88
01410 - Supply Technician	23.50
01420 - Survey Worker	17.25
01531 - Travel Clerk I	12.55
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.47
01611 - Word Processor I	12.80
01612 - Word Processor II	15.05
01613 - Word Processor III	17.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93

05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	9.05
07042 - Cook II	10.24
07070 - Dishwasher	8.38
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.11
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.83
11060 - Elevator Operator	9.46
11090 - Gardener	12.15
11122 - Housekeeping Aide	8.60
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.04
11260 - Pruner	11.58
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.56
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	26.02
12015 - Certified Physical Therapist Assistant	24.23
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.56
12071 - Licensed Practical Nurse I	17.06
12072 - Licensed Practical Nurse II	19.08
12073 - Licensed Practical Nurse III	21.27
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	15.40
12195 - Medical Transcriptionist	15.45
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	11.45
12223 - Nursing Assistant III	12.01
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	15.11
12236 - Optical Technician	12.53
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	13.52

12305 - Radiologic Technologist	23.47
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.30
13013 - Exhibits Specialist III	27.27
13041 - Illustrator I	23.08
13042 - Illustrator II	25.58
13043 - Illustrator III	32.05
13047 - Librarian	31.56
13050 - Library Aide/Clerk	13.88
13054 - Library Information Technology Systems Administrator	25.45
13058 - Library Technician	13.46
13061 - Media Specialist I	17.41
13062 - Media Specialist II	19.46
13063 - Media Specialist III	21.70
13071 - Photographer I	14.66
13072 - Photographer II	16.93
13073 - Photographer III	21.16
13074 - Photographer IV	24.89
13075 - Photographer V	30.05
13110 - Video Teleconference Technician	17.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.84
14042 - Computer Operator II	17.72
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I (1)	26.27
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	15.84
14160 - Personal Computer Support Technician	24.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	34.63
15030 - Air Crew Training Devices Instructor (Pilot)	38.09
15050 - Computer Based Training Specialist / Instructor	29.32
15060 - Educational Technologist	28.93
15070 - Flight Instructor (Pilot)	38.09
15080 - Graphic Artist	21.95
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	26.97
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.40
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.02
16220 - Tailor	12.82

16250 - Washer, Machine	9.79
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.44
19040 - Tool And Die Maker	20.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.02
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	10.36
21150 - Stock Clerk	15.01
21210 - Tools And Parts Attendant	14.96
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.96
23021 - Aircraft Mechanic I	26.69
23022 - Aircraft Mechanic II	27.96
23023 - Aircraft Mechanic III	29.26
23040 - Aircraft Mechanic Helper	18.10
23050 - Aircraft, Painter	23.80
23060 - Aircraft Servicer	20.76
23080 - Aircraft Worker	21.94
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	15.68
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	22.33
23182 - Electronics Technician Maintenance II	26.16
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	16.09
23380 - Ground Support Equipment Mechanic	26.69
23381 - Ground Support Equipment Servicer	20.76
23382 - Ground Support Equipment Worker	21.94
23391 - Gunsmith I	14.90
23392 - Gunsmith II	17.12
23393 - Gunsmith III	19.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
19.75	
23430 - Heavy Equipment Mechanic	18.47
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	18.01
23470 - Laborer	10.80
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	15.93
23580 - Maintenance Trades Helper	12.02
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	22.15
23593 - Metrology Technician III	23.19
23640 - Millwright	22.28
23710 - Office Appliance Repairer	17.15
23760 - Painter, Maintenance	15.32
23790 - Pipefitter, Maintenance	21.65

23810 - Plumber, Maintenance	20.61
23820 - Pneudraulic Systems Mechanic	19.00
23850 - Rigger	20.03
23870 - Scale Mechanic	17.12
23890 - Sheet-Metal Worker, Maintenance	16.62
23910 - Small Engine Mechanic	14.69
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.34
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.29
23970 - Woodcraft Worker	17.75
23980 - Woodworker	12.88
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	7.22
24620 - Family Readiness And Support Services Coordinator	11.33
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	14.13
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.68
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	18.17
27010 - Court Security Officer	21.62
27030 - Detection Dog Handler	16.68
27040 - Detention Officer	18.17
27070 - Firefighter	20.79
27101 - Guard I	12.79
27102 - Guard II	16.68
27131 - Police Officer I	26.25
27132 - Police Officer II	29.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.17
28042 - Carnival Equipment Repairer	11.86
28043 - Carnival Equipment Worker	8.64
28210 - Gate Attendant/Gate Tender	12.56
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	14.87
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.12
29020 - Hatch Tender	17.12
29030 - Line Handler	17.12
29041 - Stevedore I	14.92
29042 - Stevedore II	16.54
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.63
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.05
30021 - Archeological Technician I	17.20
30022 - Archeological Technician II	19.87
30023 - Archeological Technician III	24.64
30030 - Cartographic Technician	24.64
30040 - Civil Engineering Technician	23.51
30061 - Drafter/CAD Operator I	17.77
30062 - Drafter/CAD Operator II	19.87
30063 - Drafter/CAD Operator III	22.18

30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	15.96
30082 - Engineering Technician II	17.91
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	24.82
30085 - Engineering Technician V	30.36
30086 - Engineering Technician VI	36.74
30090 - Environmental Technician	24.64
30210 - Laboratory Technician	22.28
30240 - Mathematical Technician	24.64
30361 - Paralegal/Legal Assistant I	17.84
30362 - Paralegal/Legal Assistant II	22.10
30363 - Paralegal/Legal Assistant III	27.03
30364 - Paralegal/Legal Assistant IV	32.70
30390 - Photo-Optics Technician	24.64
30461 - Technical Writer I	22.50
30462 - Technical Writer II	27.52
30463 - Technical Writer III	33.31
30491 - Unexploded Ordnance (UXO) Technician I	22.64
30492 - Unexploded Ordnance (UXO) Technician II	27.39
30493 - Unexploded Ordnance (UXO) Technician III	32.83
30494 - Unexploded (UXO) Safety Escort	22.64
30495 - Unexploded (UXO) Sweep Personnel	22.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.18
30621 - Weather Observer, Senior (2)	24.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.18
31030 - Bus Driver	14.88
31043 - Driver Courier	14.39
31260 - Parking and Lot Attendant	8.85
31290 - Shuttle Bus Driver	15.74
31310 - Taxi Driver	9.76
31361 - Truckdriver, Light	15.74
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	20.52
31364 - Truckdriver, Tractor-Trailer	20.52
99000 - Miscellaneous Occupations	
99030 - Cashier	9.26
99050 - Desk Clerk	9.75
99095 - Embalmer	20.39
99251 - Laboratory Animal Caretaker I	10.06
99252 - Laboratory Animal Caretaker II	11.00
99310 - Mortician	22.94
99410 - Pest Controller	17.25
99510 - Photofinishing Worker	12.31
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.30
99830 - Survey Party Chief	20.65
99831 - Surveying Aide	12.37
99832 - Surveying Technician	15.86
99840 - Vending Machine Attendant	12.81
99841 - Vending Machine Repairer	15.48
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$3.24 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.